

SUMMARY

Human Rights Due Diligence Framework



Human Rights Policy

A commitment to respect human rights as defined by the International Bill of Human Rights is expressed in the policy / statement of the company and conveyed in employee training.



UNGP 16

Companies express a commitment to human rights through statement of policy

Assessing Human Rights Impacts

A suite of tools used to identify and prioritize potential human rights impacts at key decision-making milestones points for a company. These can be integrated with existing processes and tools.



UNGP 18

Companies identify and assess actual or potential adverse human rights impacts

Governance

Body that oversees the human rights review process and makes decisions; most difficult decisions may be escalated.

Management

A human rights lead manages the integration of human rights across the company and works with other teams to ensure that action is taken.



UNGP 19

Companies integrate the findings from assessments across relevant internal functions and processes and take appropriate action

Tracking

A “case log” of human rights reviews / decisions is maintained. The content of the case log evolves as projects / products / decision-making progress and the clarity of the human rights impacts increase.



UNGP 20

Companies track the effectiveness of response to human rights impacts

Communication

An annual report / summary providing a high-level overview of key issues / impacts, along with proposed mitigation measures and information on how the company is addressing impacts, measuring progress, and engaging with relevant stakeholders / rightsholders.



UNGP 21

Companies communicate how human rights are addressed publicly